

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY ANANTAPUR

(Established by Govt. of A.P., ACT No.30 of 2008)

ANANTHAPURAMU – 515 002 (A.P) INDIA

MASTER OF BUSINESS ADMINISTRATION

MBA; MBA (General Management); MBA (Business Management)

COMMON COURSE STRUCTURE



Course Code	Specialization Elective – VI	L	T	P	C
21E00402c	Global Human Resource Management	4	0	0	4
Semester		IV			
Course Objectives:					
<ul style="list-style-type: none"> To explain concept of Global Human Resource Management (GHRM) and issues & Challenges involved in GHRM. To discuss comparison of HRM Vs GHRM and the global environmental factors of GHRM and cross cultural research methodologies. To impart knowledge on global staffing and compensation practices and differences in HCNs, PCNs and TCNs. To discuss appraisal, training & development at Global perspective level. To elucidate global industrial relations and people management globally. 					
Course Outcomes (CO): Student will be able to					
<ul style="list-style-type: none"> Understand an overview of concept of Global Human Resource Management (GHRM) and issues & Challenges involved in GHRM. Differentiation on HRM Vs GHRM and the global environmental factors of GHRM and cross cultural research methodology. Learn concept of global staffing and compensation practices and differences in HCNs, PCNs and TCNs. Know appraisal, training & development methods at Global perspective level. Gain knowledge on global industrial relations and people management globally. 					
UNIT – I		Lecture Hrs: 8			
Global Human Resource Management concept , expanding role – Global issues and challenges, Differences between Domestic HRM and GHRM.					
UNIT – II		Lecture Hrs: 12			
Social and Cultural Variables in Global Organizations – Cross Cultural Differences – Cross Cultural Research Methodologies – Hofetede’s Hermes Study, Cultural Issues.					
UNIT - III		Lecture Hrs:12			
Global staffing and Compensation Practices – Nature, Sources, Policies – Human Resource Planning – Recruitment and Selection for global Assignment Selection process- Expatriate and Repatriate. – Compensation- International Compensation structure, Differentiating HCNs, PCNs and TCNs.					
UNIT – IV		Lecture Hrs:12			
Appraisal and Training and development in the Global Perspective- Programs and Agencies– Performance management, Appraisal system – Training and development need, cross cultural training, Areas of international training and development.					
UNIT – V		Lecture Hrs:12			
Global Industrial Relations and People Management – Trade Unions, Collective bargaining, Disputes/Conflicts, Quality Circles and Participative Management.- USA – European Countries, Asian Countries and Middle East.					
Textbooks:					
<ol style="list-style-type: none"> International Human Resource Management, Aswathappa, TMH. International Dimension of Human Resource Management, Dowling P.J, Thomson/Cengage 					
Reference Books:					
<ul style="list-style-type: none"> International Human Resource Management, Tony Edwards & Chris Rees, Pearson. Internal Human Resource Management, Rao P.L, Excel. International Human Resource Management, Subba Rao P, Himalaya. International Dimensions of Organizational Behaviour, Adler N.J, Kent. 					
Online Learning Resources:					
https://onlinecourses.nptel.ac.in/noc22_mg50/preview https://www.swayam.gov.in/HumanResourceDevelopment https://www.coursera.org/courses?querv=human resource management https://www.tutorialspoint.com/human_resource_management					